

EXHIBIT 10

Record of Associate Contact (Note to File)

REDACTED

This conversation is a result of:

Exposing Facial piercing (Nose Ring)
while on the clock and on selling Floor.

I, Hector Caraballo, has spoken on
Three occasion with REDACTED about
wearing Facial piercing on selling floor.
On 11-17-12 at about 2:45PM I
noticed again that REDACTED was
wearing the Nose Ring while on selling
Floor. And again I asked her to remove it.
It is a company policy that
visible piercing other than the ears
are not part of Dress code and
and should be removed while working
at Bed Bath and Beyond and on the
clock while representing the company.

Hector Caraballo
Manager Print

Hector Caraballo
Manager Signature

11-19-12
Date

Employee Initial

Refused to Initial
11-20-12
[Signature]

This form is to be completed citing specific reasons as to why a conversation was necessary. Be sure to include dates and times. Be very clear as to what policy was broken. Use this form only for a first incident and only on matters that do not warrant an immediate formal disciplinary notice.

EMPLOYEE DISCIPLINARY NOTICE

Employee's Name: **REDACTED**Date: 1/11/13

Date of hire: _____

SS#: _____

Store #: 1794

Circle one: Termination

Warning

A. Reason(s) for notice (check applicable reasons and explain in section B):

- | | |
|---|---|
| 1. <input type="checkbox"/> Absence (indicate if unreported, excessive, etc.) | 4. <input type="checkbox"/> Failure to follow directions |
| 2. <input type="checkbox"/> Tardiness | 5. <input checked="" type="checkbox"/> Violation of company rules |
| 3. <input type="checkbox"/> Improper conduct | 6. <input type="checkbox"/> Other |

B. Facts leading to the discipline (Be specific, stating detailed explanation of incident, date/time of incident, witness(es), rule violated, etc; refer to any previous verbal and/or written warning(s).) on 1/11/13 REDACTED spoke to a customer on the phone and the customer stated that she was over charged of a shower curtain that cost 7.95

Valensya proceeded to refund this item w/o verifying that the customer was charged for 2 shower curtains and (2) only left with one.

C. Describe the Company's expectations of employee: The expectations of the company is that you get a manager involved in situations such as this ~~message~~ which REDACTED clearly did not do. we must verify that these people don't leave the building before processing a return.

D. Next disciplinary step: Any further issues such as this can and will lead to further disciplinary action up to and including separation from the company

REDACTED

Budgite Beeg
 Manager's Name Date

Hector Caraballo 1-11-13
 Manager's Name Date

[Signature]
 Employee's Signature Date
 (This signature indicates that employee is aware of this notice.)

Budgite Beeg
 Manager's Signature Date

[Signature] 1-11-13
 Manager's Signature Date

(Once completed and signed, file in employee's personnel file.)

HR 026A 6/98

ASSOCIATE DISCIPLINARY NOTICE

Associate's Name: **REDACTED**Date: 4-9-13

Date of hire: _____

SS#: xxx-xx
(last four digits only)Store #: 1194

Circle one: Termination

Warning

A. Reason(s) for notice (check applicable reasons and explain in section B):

- | | |
|--|---|
| 1. () Absence (indicate if unreported, excessive, etc.) | 4. () Failure to follow directions |
| 2. (<input checked="" type="checkbox"/>) Tardiness | 5. (<input checked="" type="checkbox"/>) Violation of company rules |
| 3. () Improper conduct | 6. (<input checked="" type="checkbox"/>) Other |

B. Facts leading to the discipline (Be specific, stating detailed explanation of incident, date/time of incident, witness(es), rule violated, etc; refer to any previous verbal and/or written warning(s).) On Sat. 3/30/13 REDACTED was schedule
for work at 9:00 AM. REDACTED came to work
at 10:24 AM. She did not report in advance
that she was going to be late neither she seeked a
manager to report that she arrived to the store.
after clocking in @ 10:24 AM she proceeded
to the locker's area and didn't come to
the floor till 10:45 when she was fined

C. Describe the Company's expectations of associate:

in the I.C. area.
associates are expected to report for work
at their schedule time. associates are
expected to clock in when they are prepared
and ready to adhere to their responsibilities
at work on selling floor. Associates should

D. Next disciplinary step: report to a manager when arrived
late for work.

Additional violations to issues mentioned
above could result in additional warning and
disciplinary action and/or termination of
employment.

Hector Caraballo 4-9-13 Chuck 4/9/13
 Manager's Name Date Manager's Name Date

REDACTED

[Signature] 4/9/13
 Associate's Signature Date
 (This signature indicates that
 associate is aware of this notice.)

[Signature] 4-9-13 Tanisha 4/9/13
 Manager's Signature Date Manager's Signature Date

(Once completed and signed, file in associate's personnel file.)

HR 026A 11/11

EMPLOYEE DISCIPLINARY NOTICE

Employee's Name: **REDACTED**Date: May 11, 2013

Date of hire: _____

SS#: _____

Store #: 1194

Circle one: Termination

Warning

A. Reason(s) for notice (check applicable reasons and explain in section B):

- | | |
|--|--|
| 1. <input checked="" type="checkbox"/> Absence (indicate if unreported, excessive, etc.) | 4. <input type="checkbox"/> Failure to follow directions |
| 2. <input checked="" type="checkbox"/> Tardiness | 5. <input type="checkbox"/> Violation of company rules |
| 3. <input type="checkbox"/> Improper conduct | 6. <input type="checkbox"/> Other |

B. Facts leading to the discipline (Be specific, stating detailed explanation of incident, date/time of incident, witness(es), rule violated, etc; refer to any previous verbal and/or written warning(s).) **REDACTED** was spoken to on February 8, 2013 and

April 10, 2013 about her time and attendance. Since then she has been late and/or absent on the following dates:

April 19, 2013 - absent May 3, 2013 - 17 mins late
 April 26, 2013 - 29 mins late May 4, 2013 - 37 mins late
 April 30, 2013 - 8 mins late

C. Describe the Company's expectations of employee: Bed Bath and Beyond expects all their employees to report to work and be on time.

D. Next disciplinary step: Continue to failure to follow work schedule, inconsistent job performance, any violations of company's policies and procedures can lead to further disciplinary action up to and including termination.

Sha-Tanna Patrick 5-11-13
 Manager's Name Date

Hector Camball 5-11-13
 Manager's Name Date

REDACTED

[Signature] 5/11/13
 Employee's Signature Date
 (This signature indicates that

employee is aware of this notice.)

[Signature] 5-11-13
 Manager's Signature Date

[Signature] 5-11-13
 Manager's Signature Date

(Once completed and signed, file in employee's personnel file.)

HR 026A 6/98

EMPLOYEE DISCIPLINARY NOTICE

Employee's Name: **REDACTED**Date: 11/17/13Date of hire: 09/16/89

SS#: _____

Store #: 1194

Circle one:

Termination

Warning

A. Reason(s) for notice (check applicable reasons and explain in section B):

1. ☐ Absence (indicate if unreported, excessive, etc.) 4. ☐ Failure to follow directions
 2. ☐ Tardiness 5. ☐ Violation of company rules
 3. ☐ Improper conduct 6. ☒ Other

B. Facts leading to the discipline (Be specific, stating detailed explanation of incident, date/time of incident, witness(es), rule violated, etc; refer to any previous verbal and/or written warning(s).) On Saturday 11/16/13 REDACTED was asked to put up shelf talkers in seasonal electrics and the vacuums department. She stated to Hector that she completed the task but on Sunday 11/17/13 I noticed that 9 shelf talkers were missing in vacuums and one in seasonal electrics.

C. Describe the Company's expectations of employee: All employees are expected to complete all tasks assigned to them. If they are unable to complete the task they are expected to communicate honestly whether they completed it or not. Assigning the tasks is a measure of performance for the associates and are expected to be completed.

D. Next disciplinary step: Failure to complete tasks and without communicating violates the both and beyonds generally accepted rules of conduct. Any further violation may result in further disciplinary actions up to and including termination.

Manager's Name

Date

Manager's Name

Date

REDACTED

Employee's Signature Date

(This signature indicates that employee is aware of this notice.)

Manager's Signature

Date

Manager's Signature

Date

(Once completed and signed, file in employee's personnel file.)

IIR 026A 6/98

Record of Associate Contact (Note to File)

REDACTED

This conversation is a result of:

Going on lunch Break while other associate from same Department was on Break at that time.

Due to coverage and to maximized customer service coverage, associates from same Department should not be on Break or off the Floor at the same time on any given day unless approved by a Manager.

On 2-4-15 REDACTED went on her lunch Break while Ale Tandro was still on his break, leaving selling Floor unattended.

Hector Caraballo
Manager Print


Manager Signature

2-6-15
Date

REDACTED

Employee Initial

This form is to be completed citing specific reasons as to why a conversation was necessary. Be sure to include dates and times. Be very clear as to what policy was broken. Use this form only for a first incident and only on matters that do not warrant an immediate formal disciplinary notice.